GOVERNMENT OF INDIA
LABOUR AND EMPLOYMENT
LOK SABHA

UNSTARRED QUESTION NO:103
ANSWERED ON:18.07.2016
Appointment Letters to Employees
Kothapalli Smt. Geetha

Will the Minister of LABOUR AND EMPLOYMENT be pleased to state:

(a)the details and the current status of the draft labour code on working conditions of labourers in the country;
(b)whether the Government proposes to make it mandatory for companies with more than ten workers to give appointment letters to employees at the time of joining with a view to benefit workers in the informal sector and if so, the details thereof;
(c)whether an absence of legislation on the issue makes it difficult for workers including those employed informally or via contractors in the organised sector, to establish proof of employment and gives
companies room to violate labour laws and not ensure any social security benefits for such employees; and
(d)if so, the details thereof along with the remedial steps taken/being taken by the Government in this regard?

Answer

MINISTER OF STATE (IC) FOR LABOUR AND EMPLOYMENT
(SHRI BANDARU DATTATREYA)

(a) to (d): The Ministry has taken steps for drafting four Labour Codes on Wages; Industrial Relations; Social Security & Welfare; and Safety, Health and Working Conditions respectively, by simplifying, amalgamating and rationalizing the relevant provisions of the existing Central Labour Laws. The Draft Code on Safety, Health & Working Conditions will cover the matter related to occupational safety and health at workplace and also various aspects of working conditions of employees. The provisions of this Labour Code are under drafting at present.

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